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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q58-Q63):

NEW QUESTION # 58

A customer complains about errors resulting from the manual entry of wage type values and you recommend using indirect valuation as a solution. Which infotypes can use indirect valuation of wage types?

- A. ITO008 Basic Pay • ITO014 Recurring Payments/Deductions • ITO015 Additional Payments
- B. ITO014 Recurring Payments/Deductions • ITO015 Additional Payments • IT2010 Employee Remuneration Info
- C. ITO008 Basic Pay • ITO057 Membership Fees • IT2010 Employee Remuneration Info
- D. ITO083 Leave Compensation • ITO416 Quota Compensation • IT2010 Employee Remuneration Info

Answer: A

NEW QUESTION # 59

Qualifications are called Requirements when assigned to which of the following object types? Note: There are 3 correct answers to this question.

- A. User
- B. Position
- C. Job
- D. Person
- E. Work Center

Answer: B,C,E

NEW QUESTION # 60

You want to write a custom report on SAP Payroll results.

Which reporting tools would you use to create this report? Note: There are 2 correct answers to this question.

- A. SAP Query
- B. Ad Hoc Query
- C. Report Writer
- D. ABAP List Viewer

Answer: A,D

NEW QUESTION # 61

A customer wants to use the same wage type for a special payment such as hazardous pay and have the rate vary by personnel area. What do you have to configure?

- A. Modif W and the table V_T539J (Base wage type valuation)
- B. Modif A and the table V_T554C (Absence valuation)
- C. Modif 4 and the table V_T510S (Time wage type selection)
- D. Modif 2 and the table V_T510J (Constant valuations)

Answer: D

NEW QUESTION # 62

A customer is concerned that WPBP splits on the IT input table may lead to overpayments.

What explanations do you provide to address their concerns?

Note: There are 2 correct answers to this question.

- A. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- B. WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.
- C. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.
- D. WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.

Answer: B,D

NEW QUESTION # 63

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